



**RULES OF THE JUDICIAL
MERIT SYSTEM
OF THE SUPERIOR COURT IN
YUMA COUNTY**



RULE 13 - PAY PLAN

13.01 Purpose

The pay plan provides salaries that are consistent within a class of positions and which are fair and equitable considering the functions required by the specifications for a class. Each class will be assigned a grade, and the salary range for that pay grade. Pay grades, ranges and steps will be established for the various classes in the classification plan to ensure equal pay for equal work. Pay and compensation matters will be administered in accordance with the Judicial Compensation Policy and Procedure. The current Judicial Compensation Policy and Procedure with attached compensation schedule, effective on the date of adoption of these Rules is attached as Appendix B. The Judicial Compensation Policy and Procedure and Compensation Schedule applies to all employees, probationary, classified, unclassified, temporary, full or part time.

13.02 Resolution of Compensation Issues

The Presiding Judge is the final authority for resolution of compensation issues within the judicial branch. The Judicial Management Team will advise the Presiding Judge and make recommendations for periodic changes or adjustments of the pay plan due to factors such as comparable pay for similar positions within the county or state, the county's financial resources, the labor market and other relevant factors.